

Food Bank of Northern Nevada

Board Diversity Policy

BOARD OF DIRECTORS

The Board of Directors of the Food Bank of Northern Nevada promotes diversity and inclusion in its membership as well as among the organization's staff to ensure all bodies reflect the population served.

Open inquiry, freedom of expression and respect for differences are fundamental to an organization's growth and success. The Food Bank of Northern Nevada's Board is comprised of individuals who are committed to upholding these ideals.

As such, The Board is pledging to review its efforts to increase and maintain diversity within its leadership team by conducting a biennial self-evaluation of the Board and its respective diversity initiatives. Those findings will help guide the Board's recruitment and retention efforts. Additionally, it will help inform how the Board should develop proactive steps to strengthen community partnerships and improve measurable impact via community outreach and engagement.

The definition of diversity includes but is not limited to race, color, national origin, age, gender, sexual orientation, religious beliefs, political beliefs, disability, veteran status, and economic level.

Board Diversity Action Steps

Assess the diversity of the board via an internal, anonymous survey where Board members will self-report in numerous diversity categories. The expectation is to have 100% Board participation. The Governance Committee will review the survey results and present to the Board. Based on the findings, the Board will strategically work to recruit candidates from the community who truly reflect the community being served.

Identify associations and programs in the community to improve and enhance outreach and engagement efforts.

Organization Diversity Action Steps

Review diversity initiatives for the organization, especially as they relate to recruitment and retention of diverse candidates.

Make Diversity a prominent feature of the Food Bank's website and messaging, including transparency from the Board and leadership team on efforts as outlined above.

Affirmation of board action adopting/amending this policy

Secretary